

**TENNESSEE DEPARTMENT OF EDUCATION
STATE MANDATED MINIMUM SALARY SCHEDULE
SUPERINTENDENTS/DIRECTORS
Effective July 1, 2012 - 2.5% Salary Increase**

YEARS OF EXPERIENCE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
DESCRIPTION OF TRAINING																
DOCTORATE																
County Superintendents/Directors	54,115	55,300	56,505	57,685	58,870	60,055	61,245	62,435	63,630	64,800	66,135	67,320	68,500	69,700	70,880	72,065
City/Special School District Superintendents/Directors	37,885	38,680	39,465	40,400	41,190	42,100	42,905	43,695	44,620	45,415	46,195	47,125	47,915	48,710	49,635	50,425
EDUCATION SPECIALIST																
County Superintendents/Directors	51,085	52,270	53,460	54,655	55,830	57,015	58,225	59,405	60,720	61,900	63,100	64,285	65,465	66,660	67,845	69,030
City/Special School District Superintendents/Directors	35,775	36,560	37,360	38,285	39,075	39,995	40,780	41,580	42,500	43,290	44,085	45,015	45,795	46,725	47,520	48,315
MASTER'S + 30 SEMESTER HOURS																
County Superintendents/Directors	50,425	51,615	52,800	54,115	55,300	56,505	57,685	58,870	60,055	61,245	62,435	63,630	64,800	66,135	67,320	68,500
City/Special School District Superintendents/Directors	35,380	36,165	36,955	37,885	38,680	39,465	40,400	41,190	42,100	42,905	43,695	44,620	45,415	46,195	47,125	47,915
MASTER																
County Superintendents/Directors	49,240	50,425	51,615	52,800	54,115	55,300	56,505	57,685	58,870	60,055	61,245	62,435	63,630	64,800	66,135	67,320
City/Special School District Superintendents/Directors	34,465	35,380	36,165	36,955	37,885	38,680	39,465	40,400	41,190	42,100	42,905	43,695	44,620	45,415	46,195	47,125
BACHELOR																
County Superintendents/Directors	48,050	49,240	50,425	51,615	52,800	54,115	55,300	56,505	57,685	58,870	60,055	61,245	62,435	63,630	64,800	66,135
City/Special School District Superintendents/Directors	33,650	34,465	35,380	36,165	36,955	37,885	38,680	39,465	40,400	41,190	42,100	42,905	43,695	44,620	45,415	46,195

Notes:

- (1) To the superintendents' state mandated minimum base salary add: \$3.64 per ADM based on the following steps:
 - (a) ADM is rounded to the nearest 100 up to a maximum of 5,500.
 - (b) Deduct 300 from rounded ADM to determine eligible ADM.
- (2) Superintendents' Total Compensation:
 - (a) Is defined as all compensation paid by LEA, regardless of source or purpose.
 - (b) Must be equal to or greater than the amount determined by the State Mandated Minimum Salaries.
 - (c) Systems with salaries above the State Mandated Minimum Salaries are not required to raise salaries.